

Exhibit Number 1

WLVC employs fewer than five full time employees and therefore is not required to file an annual employment report.

Exhibit number 1 pertains to question 4(a) and was prepared by Thomas B. Beardsley on October 21, 1990.

Exhibit Number 2

Lamoille Broadcasting and Communications is a general partnership between two natural persons and therefore, exempt from the requirement for filing of an annual ownership report.

However, as required by the commission, when Lamoille Broadcasting and Communications acquired WLVC, an ownership report was filed on March 26, 1990. That report is complete and up-to-date.

A letter of certification, the \$35.00 fee and F.C.C. form 155 have been sent to the secretary of the F.C.C. at the appropriate address. A copy of the letter and form 155 are enclosed with this application for renewal.

Exhibit number 2 pertains to question 4. (b) and was prepared by Thomas B. Beardsley on October 21, 1990.

Exhibit Number 3

The transmitter/Antenna site for WLVC is located away from the most densely populated area of its community of license. The nearest residence is several hundred feet away. The transmitter building and tower are clearly marked with eight RF Radiation warning signs and three no-trespassing signs. The base of the tower is enclosed by a padlocked, eight-foot tall fence.

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Exhibit 3 pertains to question 7 and was prepared by Thomas B. Beardsley on October 21, 1990.

1271

WSJR/WLVC
THE INTERNATIONAL VOICE
P.O. BOX 447 PH. 728-4000
MADAWASKA, ME 04756

Nov. 10 1990

52-104/112

PAY TO THE ORDER OF Federal Communications Commission \$ 35.00
Thirty Five 00/100 DOLLARS



Key Bank of Northern Maine
Fort Kent, Maine 04743 00

FOR ECC Fee (WLVC)

Thomas J. Gaudin

⑈001271⑈ ⑆011201047⑆

60⑈0280 3⑈

Duplicate
Copy

FEDERAL COMMUNICATIONS COMMISSION
FEE PROCESSING FORM

FCC
USE
ONLY

Please read instructions on back of this form before completing it. Section I MUST be completed. If you are applying for concurrent actions which require you to list more than one Fee Type Code, you must also complete Section II. This form must accompany all payments. Only one Fee Processing Form may be submitted per application or filing. Please type or print legibly. All required blocks must be completed or application/filing will be returned without action.

SECTION I

APPLICANT NAME (Last, first, middle initial)

Lamoille Broadcasting and Communications

MAILING ADDRESS (Line 1) (Maximum 35 characters - refer to Instruction (2) on reverse of form)

6 10th Avenue

MAILING ADDRESS (Line 2) (If required) (Maximum 35 characters)

CITY

Madawaska

STATE OR COUNTRY (If foreign address)

Maine

ZIP CODE

04756

CALL SIGN OR OTHER FCC IDENTIFIER (If applicable)

WLVC

Enter in Column (A) the correct Fee Type Code for the service you are applying for. Fee Type Codes may be found in FCC Fee Filing Guides. Enter in Column (B) the Fee Multiple, if applicable. Enter in Column (C) the result obtained from multiplying the value of the Fee Type Code in Column (A) by the number entered in Column (B), if any.

(A)

(B)

(C)

FEE TYPE CODE

FEE MULTIPLE
(if required)

FEE DUE FOR FEE TYPE
CODE IN COLUMN (A)

FOR FCC USE ONLY

(1)

M	A	R
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SECTION II

— To be used only when you are requesting concurrent actions which result in a requirement to list more than one Fee Type Code.

(A)

(B)

(C)

FEE TYPE CODE

FEE MULTIPLE
(if required)

FEE DUE FOR FEE TYPE
CODE IN COLUMN (A)

FOR FCC USE ONLY

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ADD ALL AMOUNTS SHOWN IN COLUMN C, LINES (1) THROUGH (5), AND ENTER THE TOTAL HERE. THIS AMOUNT SHOULD EQUAL YOUR ENCLOSED REMITTANCE.

TOTAL AMOUNT REMITTED
WITH THIS APPLICATION
OR FILING

\$

FOR FCC USE ONLY



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON, D. C. 20554

CHANGE IN OFFICIAL MAILING ADDRESS FOR BROADCAST STATION

Mail to: Federal Communications Commission
Mass Media Bureau
Audio Services Division
Washington, D. C. 20554

1. Licensee's Name:
Lamoille Broadcasting and Communications
2. Street Address or Post Office Box:
6 Tenth Avenue
3. City, State, and ZIP Code:
Madawaska, Maine 04756
4. Call Sign and Type of Service:
WLVC - AM

Section 1.5 of the Commission's Rules requires a permittee/licensee to keep the Commission informed of any change in mailing address in order that the station may be served documents or other official papers without delay.

Only one mailing address can be maintained for each broadcast station.

Due to lack of space the mailing address cannot contain an individual name (unless the licensee is an individual).

AM 1230
Madawaska

WSJR
WLVC

AM 1340
Fort Kent

P.O. Box 447, 6 10th Avenue, Madawaska, Me. 04756

(207) 728-4000

10/21/90

Secretary of the F.C.C.
Federal Communications
Washington, D.C. 20554

To Whom It May Concern:

Lamoille Broadcasting and Communications hereby submits license renewal applications for stations WSJR AM in Madawaska, Maine and WLVC AM in Fort Kent, Maine.

Enclosed, please find two separate packets containing those applications, exhibits and fees.

Also enclosed, two packets containing letters of certification regarding our ownership reports. The appropriate fees and F.C.C. forms.

Respectfully yours,



Thomas B. Beardsley

AM 1230
Madawaska

WSJR
WLVC

AM 1340
Fort Kent

P.O. Box 447, 6 10th Avenue, Madawaska, Me. 04756

(207) 728-4000

10/21/90

Secretary of the F.C.C.
Federal Communications Commission
Washington, D.C. 20554

To Whom It May Concern:

Lamoille Broadcasting and Communications, licensee for station WLVC
AM in Fort Kent, Maine hereby submits its application for license
renewal.

Enclosed, please find F.C.C. form 303-S and related exhibits 1, 2
and 3, F.C.C. form 155, a check in the amount of \$100.00, F.C.C. form
396, a copy of a letter of certification to the commission regarding
our ownership report and a copy of F.C.C. form 155 relating to that
letter.

All items enclosed are submitted in duplicate.

Respectfully yours,



Thomas B. Beardsley
General Manager

FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON, D.C. 20554

01 MAR 1991

IN REPLY REFER TO:

8900-LJY

Lamoille Broadcasting & Co.
WLVC(AM)
6 10th Ave.
Madawaska, ME 04756

In re: WLVC(AM)
Fort Kent, ME
BR-901115UE

Dear Licensee:

Review of the above-referenced renewal application indicates that it is deficient in the manner described below:

- [X] the information provided regarding the station's environmental impact (including radio frequency radiation) does not demonstrate compliance with 47 C.F.R. Section 1.1307) (see enclosed clarification);

Processing of the application cannot be completed until the noted deficiency has been corrected. Accordingly, please submit the required information as an amendment to the application, in duplicate, to Room 302 of the Commission, attention Lakisiha J. Young. If you have any questions concerning the above, please contact Ms. Young at (202) 632-6485.

Sincerely,



Larry D. Eads
Chief, Audio Services Division
Mass Media Bureau

Enclosure

AM 1230
Madawaska

WSJR
WLVC

AM 1340
Fort Kent

P.O. Box 447, 6 10th Avenue, Madawaska, Me. 04756

(207) 728-4000

WLVC, ME

3/5/91

Lakisiha J. Young
Room 302,
Federal Communications Commission,
Washington, DC. 20554

Dear Ms. Young:

Enclosed, you will find an amendment to Lamoille Broadcasting and Communications license renewal application for radio station WLVC AM in Fort Kent, Maine. (BR901115UE) as requested by the Commission in 8900-LJY, dated 1 March, 1991.

We sincerely hope the information enclosed answers any questions you may have about our application. If not, please feel free to contact me at (207) 728-4000.

Thank you in advance for your attention to this matter.

Respectfully submitted,



Thomas B. Beardsley
General Manager

RECEIVED
MAR 15 12 42 PM '91
AUDIO SERVICES DIVISION

Amendment to license renewal application BR901115UE for radio station WLVC (AM) in Fort Kent, ME.

As per the request for information in F.C.C. letter, 8900-LJY, dated March 1, 1991.

WLVC is making every possible effort to comply with 47C.F.R., Section 1.1307 as outlined in our answer to question number 7 and the related exhibit. (See attached copy.)

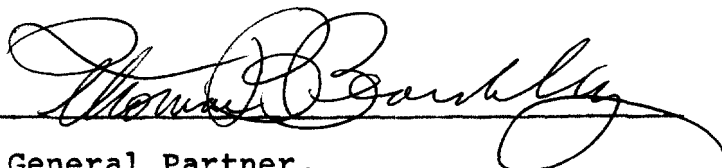
In addition to the steps outlined there, we have now constructed an additional fence, 3 meters from the base of our transmission tower, which fully encircles our antenna site.

Also, please note that there are no other broadcast facilities located within a mile in any direction from our antenna site.

WLVC is a 250 watt AM radio station.

This amendment was prepared by Thomas B. Beardsley on March 5, 1991 following telephone consultation with Mr. William Hassinger of the F.C.C. by our engineer Aurel Daigle.

Signature: _____

A handwritten signature in dark ink, appearing to read "Thomas B. Beardsley", written over a horizontal line.

Title: General Partner,
Lamoille Broadcasting and Communications
Licensee.

Exhibit Number 3

The transmitter/Antenna site for WLVC is located away from the most densely populated area of its community of license. The nearest residence is several hundred feet away. The transmitter building and tower are clearly marked with eight RF Radiation warning signs and three no-trespassing signs. The base of the tower is enclosed by a padlocked, eight-foot tall fence.

All routine maintenance at the transmitter and antenna site is done between twelve midnight and six a.m., when WLVC is not in operation.

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Exhibit 3 pertains to question 7 and was prepared by Thomas B. Beardsley on October 21, 1990.

Amendment to license renewal application BR901115UE for radio station WLVC (AM) in Fort Kent, ME.

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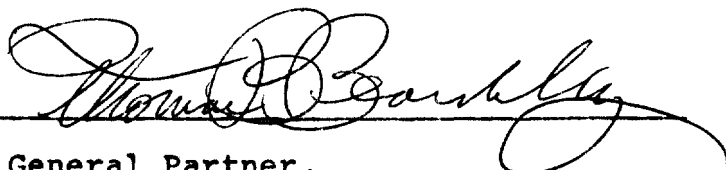
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Title: General Partner,
Lamoille Broadcasting and Communications
Licensee.

Duplicate
copy

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Exhibit 3 pertains to question 7 and was prepared by Thomas B. Beardsley on October 21, 1990.

Duplicate
Copy

NN 96-190

FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON, D.C. 20554

01 MAR 1991

IN REPLY REFER TO:

8900-LJY

Lamoille Broadcasting & Co.
WLVC(AM)
6 10th Ave.
Madawaska, ME 04756

In re: WLVC(AM)
Fort Kent, ME
BR-901115UE

Dear Licensee:

Review of the above-referenced renewal application indicates that it is deficient in the manner described below:

- [X] the information provided regarding the station's environmental impact (including radio frequency radiation) does not demonstrate compliance with 47 C.F.R. Section 1.1307) (see enclosed clarification);

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Sincerely,



Larry D. Eads
Chief, Audio Services Division
Mass Media Bureau

Enclosure

FCC/MELLON NOV 15 1990

NMM 96-190

Federal Communications Commission
Washington, D.C. 20554

APPLICATION FOR RENEWAL OF LICENSE FOR
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

Approved by OMB
3060-0110
Expires 5/31/91

For Commission Fee Use Only

FEE NO:

FEE TYPE:

FEE AMT:

ID SEQ:

For Applicant Fee Use Only

Is a fee submitted with this application? ☒ Yes ☐ No

If No, indicate reason therefor (check one box):

☐ Nonfeeable application

Fee Exempt (See 47 C.F.R. Section 1.1112)

☐ Noncommercial educational licensee

☐ Governmental entity

For Commission Use Only:

File No.

901115UE

1. Name of Applicant

Lamoille Broadcasting and Communications

Mailing Address

6 10th Avenue

City

Madawaska

State

Maine

ZIP Code

04756

2. This application is for:

☒ AM

☐ FM

☐ TV

(a) Call Letters:

WLVC

(b) Principal Community:

City

State

Fort Kent, Maine

3. Attach as Exhibit No. _____ an identification of any FM booster or TV booster station for which renewal of license is also requested.

4. Have the following reports been filed with the Commission:

(a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612?

☐ Yes

☒ No

If No, attach as Exhibit No. 1 an explanation.

(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615?

☒ Yes

☐ No

Attached, Exhibit

If No, give the following information: **No. 2**

Date last ownership report was filed _____

Call letters of station for which it was filed _____

Duplicate Copy

FCC 303-S
May 1988

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ Yes ☐ No

If No, attach as Exhibit No. _____ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? ☐ Yes ☒ No

If Yes, attach as Exhibit No. _____ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? ☐ Yes ☒ No

If Yes, attach as Exhibit No. _____ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not.

Exhibit No. 3

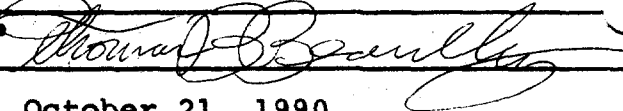
8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527? ☒ Yes ☐ No

If No, attach as Exhibit No. _____ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

CERTIFICATION: I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name Thomas B. Beardsley	Signature 
Title Partner/General Manager	Date October 21, 1990

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

Expires 12/31/90

FEE PROCESSING

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USE
ONLY

Please read instructions on back of this form before completing it. Section I MUST be completed. If you are applying for concurrent actions which require you to list more than one Fee Type Code, you must also complete Section II. This form must accompany all payments. Only one Fee Processing Form may be submitted per application or filing. Please type or print legibly. All required blocks must be completed or application/filing will be returned without action.

SECTION I

APPLICANT NAME (Last, first, middle initial)

Lamoille Broadcasting and Communications

MAILING ADDRESS (Line 1) (Maximum 35 characters - refer to Instruction (2) on reverse of form)

6 10th Avenue

MAILING ADDRESS (Line 2) (If required) (Maximum 35 characters)

CITY

Madawaska

STATE OR COUNTRY (If foreign address)

Maine

ZIP CODE

04756

CALL SIGN OR OTHER FCC IDENTIFIER (If applicable)

WLVC

Enter in Column (A) the correct Fee Type Code for the service you are applying for. Fee Type Codes may be found in FCC Fee Filing Guides. Enter in Column (B) the Fee Multiple, if applicable. Enter in Column (C) the result obtained from multiplying the value of the Fee Type Code in Column (A) by the number entered in Column (B), if any.

(A)

(B)

(C)

FEE TYPE CODE

FEE MULTIPLE
(if required)FEE DUE FOR FEE TYPE
CODE IN COLUMN (A)

FOR FCC USE ONLY

M G R

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SECTION II

— To be used only when you are requesting concurrent actions which result in a requirement to list more than one Fee Type Code.

(A)
FEE TYPE CODE(B)
FEE MULTIPLE
(if required)(C)
FEE DUE FOR FEE TYPE
CODE IN COLUMN (A)

FOR FCC USE ONLY

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ADD ALL AMOUNTS SHOWN IN COLUMN C, LINES (1) THROUGH (5), AND ENTER THE TOTAL HERE. THIS AMOUNT SHOULD EQUAL YOUR ENCLOSED REMITTANCE.

TOTAL AMOUNT REMITTED
WITH THIS APPLICATION
OR FILING

\$

FOR FCC USE ONLY

Duplicate
COPY

Exhibit Number 1

WLVC employs fewer than five full time employees and therefore is not required to file an annual employment report.

Exhibit number 1 pertains to question 4(a) and was prepared by Thomas B. Beardsley on October 21, 1990.

Duplicate
COPY

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*Duplicate
copy*

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Exhibit 3 pertains to question 7 and was prepared by Thomas B. Beardsley on October 21, 1990.

Duplicate
COPY

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

Call Letters WLVC

(For FCC Use Only)

Code No.

Name of Licensee Lamoille Broadcasting and Communications
City and State which station
is licensed to serve Fort Kent, Maine

TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

- ☒ AM
☐ FM
☐ Combined AM & FM
in same area

- ☐ TV
☐ Low Power TV
☐ International

Noncommercial Broadcast Station

- ☐ Educational Radio
☐ Educational TV

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name Thomas B. Beardsley	Street Address 6 10th Avenue		
City Madawaska	State Maine	ZIP Code 04756	Telephone No. (207) 728-4000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives, and Hispanics). If minority group representation in the available labor force is less than five percent (in the aggregate), equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934, as amended.

- ☒ If your station employs fewer than five full-time employees, check the box at left, complete the certification below, return the form to the FCC, and place a copy in your station's public file. You do not have to complete the rest of the form.

If your station employs five or more full-time employees, you must complete all of this form and follow all instructions.

- ☐ If minority group representation in the available labor force is less than 5 percent (in the aggregate) and you choose not to file EEO program information for minority groups, check the box at left and complete the rest of this form with only the information for your program directed towards women.

*Duplicate
copy*

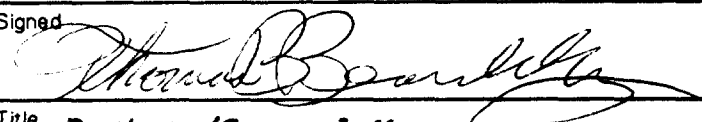
CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	Partner/General Manager
Date	October 21, 1990
Name of Respondent	Thomas B. Beardsley
Telephone No. (include area code)	(207) 728-4000

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(a)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

*Duplicate
COPY*

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME _____ TITLE _____

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

- ☐ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☐ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- ☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.
- ☐ Other (specify) _____

III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

- ☐ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
_____	_____	_____
_____	_____	_____

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- ☐ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
_____	_____	_____
_____	_____	_____

- ☐ Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
_____	_____	_____
_____	_____	_____
_____	_____	_____

- ☐ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority	Women
_____	_____

- ☐ Other (specify) and the number of minority and/or women referrals are:

Minority	Women
_____	_____

IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) _____ and ending (Month-Day-Year), _____ we hired:

Total hires _____ Minorities _____ Women _____

During this period, for positions in the upper four job categories, we hired:

Total hires, upper _____ Minorities _____ Women _____
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) _____ and ending (Month-Day-Year) _____, we promoted:

Total promotions _____ Minorities _____ Women _____

During this period, in the upper four job categories, we promoted:

Total promotions, upper _____ Minorities _____ Women _____
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

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